



The CJA Monitor



Volume 2, Issue 1

Hampton-Newport News Criminal Justice Agency

Fall, 2004

From the Director

I am pleased to announce that in addition to our standard grant for CCD and Pretrial Services, the CJA received a \$126,483 supplemental award from the Virginia Department of Criminal Justice Services to expand our CCD capacity. We received the largest supplemental grant awarded and through it were able to hire four additional Community Correc-



Above: New Community Corrections Officer Sharonda Banks. Sharonda is one of the four additional staff provided for by the supplemental grant.

tions Officers.

In order to obtain the grant, the CJA had to demonstrate an ability to increase its caseload. Receiving these funds again next year is contingent upon us having **more** CCD clients under supervision. Applying for the funds was a bit of a double-edged sword. We certainly could show a need to increase staffing just to manage the demands of the existing caseload; but, an increased caseload poses issues that a few extra staff alone won't address. After evaluating the various pros and cons, we decided that the additional staffing would be able to handle the increase and help offset some of the stresses on existing staff and demands of the existing caseload.

The timing of the supplemental award coincided with our expanded anger management and batterer's intervention program-

ing options. The expanded capacity and programming work together to assist in handling more non-intimate partner family assault cases from the Juvenile and Domestic Relations Courts.

Since the last issue of *The CJA Monitor* the CJA, with the help of the various courts, revised CCD court orders. Among other changes, the court orders now include an option for anger and violence screening, assessment, education, intervention and/or counseling. The CJA now utilizes an in-house assessment tool to help determine the types and levels of anger management or batterer's intervention needed by individuals ordered to CCD.

Tracey L. Jenkins

Director

Recidivism Review Project

The Hampton-Newport News Criminal Justice Agency, in conjunction with Chesterfield Community Corrections and the Rapahannock Regional Jail, completed a study of re-conviction rates for individuals sentenced to local community based probation programs.

The study, the first of its kind in the state, reported on an aggregate sample of 344 cases closed during the period of August 1,

1996-July 30, 1997 that were tracked for a minimum of three years after their closing.

"Offenders who were successful under CCD supervision were nearly two times less likely to be re-convicted than offenders who were unsuccessful."

An evaluation of the data revealed that 65% of offenders under local community correc-

tions supervision had no new convictions, and that offenders who were successful under CCD supervision were nearly two times less likely to be re-convicted than offenders who were unsuccessful.

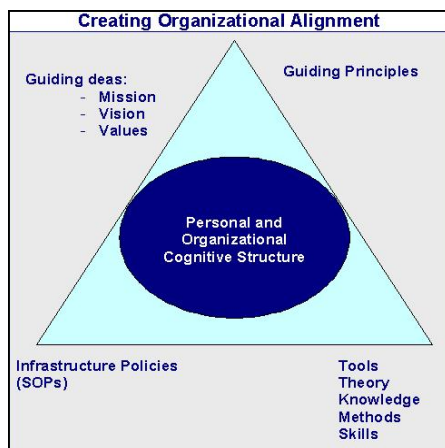
The study was the first in an ongoing review of recidivism rates for offenders sentenced to Virginia local community-based probation programs.

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CJA Adopts Guiding Principles

Organizational alignment involves the vision and mission of the organization, the various tools, theories, methods, and skills used, the infrastructure policies (such as standard operating procedures), and the cognitive structure of the organization and the individuals within it. To ensure organizational alignment, all of these factors need to be in agreement. Experts on organizational sustainability all point to the importance of alignment and building "learning organizations".

The CJA, guided by training from the National Institute of Corrections, is undergoing a process of organizational review. Do we have organizational alignment? Are we a learning organization? The process is not easy. It takes time, involvement, and you have to be willing to "turn over the rocks" and see what is lying beneath.



It became clear early on in the process that the CJA did not have a set of principles to give meaning, context, and direction to **how** we meet our mission and vision – these are typically referred to as "we believe" statements. In developing principles the CJA invited all staff to make suggestions and then utilized a smaller group to finalize them. A series of small

staff meetings were held during a two-day period to introduce all to the final set of principles. The principles were well received and now part of the CJA's organizational structure.

"We've found that organizations often have great intentions and inspiring visions for themselves, but they don't take the crucial step of translating their intentions into concrete terms. Even worse, they often tolerate organization characteristics, strategies and tactics that are miss-aligned with their admirable intentions, which creates confusion and cynicism... The builders of visionary companies seek alignment in strategies, in tactics, in organization systems, in structures, in incentive systems, in building layout, in job design, in everything." Built to Last, James Collins and Jerry Porras.

HAMPTON-NEWPORT NEWS CRIMINAL JUSTICE AGENCY

Guiding Principles

- ◆ We believe that all individuals should be treated ethically; with dignity, courtesy, equality and respect.
- ◆ We believe in upholding the rights of all clients and only those rights removed by statute are forfeited.
- ◆ We believe our work must be fair, unbiased, accurate, complete, and honest and that we should ourselves in a manner that leaves no question as to our ethics and integrity.
- ◆ We believe we have a responsibility to present and promote a wide range of programs and services developed to meet the legitimate needs and interests of our clients and to facilitate their participation.
- ◆ We believe in research supported principles of effective interventions and using evidence based practices in our approach to supervision, treatment, and services.
- ◆ We believe that responses to violations of supervision should be timely and proportional to the risk to the community posed by the client, the severity of the violation, and the current situational risk; keeping in mind that we should have solid justification for returning clients to court as unsuccessful.
- ◆ We believe that every detected violation to supervision should have a response and that the least restrictive response necessary will be used, keeping in mind that the risk to the community is the overriding consideration.
- ◆ We believe that we as an Agency need to strive to guide, encourage, and challenge clients to change in order to better themselves personally and society as a whole.
- ◆ We believe that change is necessary and that all people possess the capacity to change.
- ◆ We believe that in order for overall change to occur within the system, we must foster change within our own agency.

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- ◆ We believe that our resources should be used effectively and efficiently, focusing services and evidence-based practices first on those clients with the highest risk to the community and of re-offending.
- ◆ We believe in fostering cooperation and information exchange with all parties involved in community-based corrections, to include, but not be limited to, the courts, the Commonwealth Attorney's office, the client, treatment providers, our staff, and other criminal justice segments which share like responsibility to forge a therapeutic alliance.
- ◆ We believe that the advancement of knowledge is vital to improving progress in corrections.
- ◆ We believe the Agency should be held accountable to uphold its vision and mission and be subjected to regular, independent, and public assessment.

Related Facts & Figures

Over 2.21 million people, or one in every 140 U.S residents, are incarcerated in a prison, jail, juvenile facil-

ity, territorial prison, immigration authority, military facility, or Indian county jail in the United States.

(Bureau of Justice Statistics;
www.ojp.usdoj.gov/bjs)

FY 2005 First Quarter Highlights

Clients placed under local community probation supervision performed over **20,000** hours of community service so far this year, equating to over **\$103,000** in free, unpaid labor, which directly benefits the Cities of Hampton and Newport News.

At the end of the first quarter **322** clients were placed under Pretrial su-

pervision and **1,327** clients were placed under CCD supervision.

Year-to-date the CJA has referred:

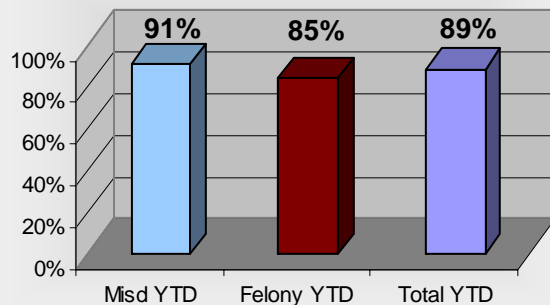
- **103** clients to substance abuse education or counseling
- **35** clients to anger management
- **60** clients to batterers Intervention
- **359** clients to community service

work

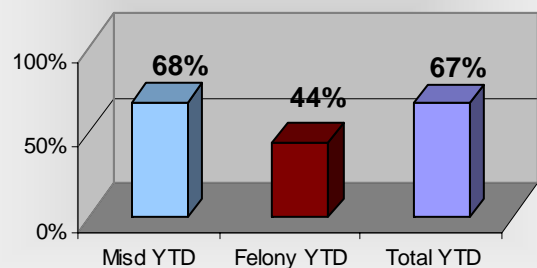
- **25** clients for mental health evaluations

So far this year Pretrial Services has conducted **1,656** investigations for arraignments and **234** investigations for bond hearings.

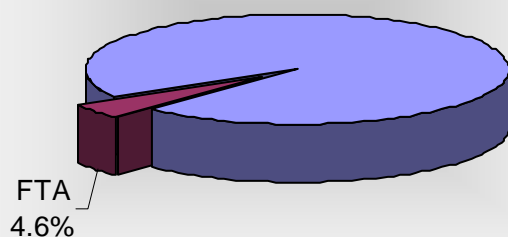
Successful Closer Rates Pretrial Services



Successful Closure Rates Community Corrections

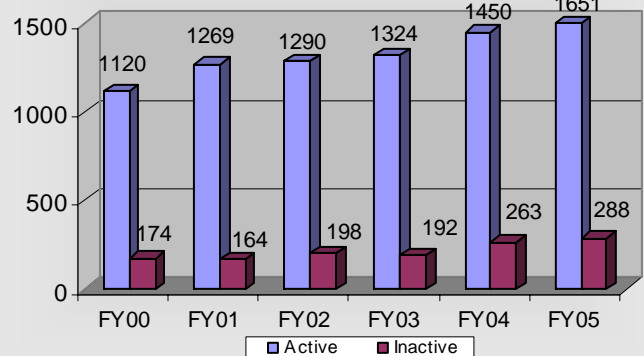


Total Failure To Appear Cases Pretrial Services



Average Daily Caseload

(Based on begin/end month figures)



The mission of the CJA is to promote public safety through the provision of community-based pretrial and post conviction programs, services and criminal justice planning to the Cities of Hampton and Newport News.

Mission Statement:

Hampton-Newport News CJA
136 Kings Street, VA
Hampton, VA 23669

Upcoming Events

Note— December 2, 2004 @ 3PM: CCJB Board Meeting— CSB Board Room **HAS BEEN CANCELLED**

January 19, 2005 @ 3PM: JJSC Meeting— Unity Room

Sept. 18-21, 2005: National TASC Annual Conference —Cleveland Ohio

Nov. 3-4, 2005: Virginia Community Criminal Justice Association Annual Meeting & Training Conference – (TBD)

The CJA wishes
all a Happy and
safe Holiday
season.



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Recidivism Study

In addition to the Hampton-Newport News CJA, Chesterfield Community Corrections and the Rappahannock Regional Jail, Blue Ridge Court Services will be participating in the second study of re-conviction rates for individuals sentenced to local community-based probation programs, which is now in the planning stage.

Copies of the initial study can be downloaded at the Hampton-Newport News CJA website www.hampton.gov/hnncja/, or by contacting Andy Warriner at 757-726-5431.

Vocabulary Builder:

Criminogenic – Relating to characteristics or factors identified by research as predictors of crime and/or related recidivism.

Editor: Andy Warriner. Please contact Andy with any comments or updates at: 726-5431 or awarriner@hampton.gov.